



ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL

PRE-SCHOOL BEHAVIOUR MANAGEMENT POLICY

MISSION STATEMENT

I have come so that they may have life and have it to the full - John 10:10

As a Catholic school and Pre-School, God is at the heart of all we do. We believe that each person is made in His image, deserving to be treated with respect and dignity.

Showing respect, love and care for everyone and everything, we aim to develop harmony between pupils, parents the school and Parish and grow as a Christian community.

Pupils will share in God's love, whilst receiving a broad and balanced education. We aim to enable each individual to realise their full potential, spiritually, academically, physically, socially and emotionally.

This policy must be read in conjunction with the
Safeguarding and Child Protection Policy

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Our Pre-school believes that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring, and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people, and their surroundings.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the Pre-school we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We praise good behaviour and let the child know of unacceptable behaviour, whilst reassuring them that it is the behaviour, not the child that is unwelcome.

Strategies that we will use for this include:

- Giving children positive, clear instructions
- Praising the children and celebrating their achievements
- Children to all contribute to our 'Rainbow Rules' (which are clearly displayed)
- Consistently refer to, model and celebrate examples of our 'Rainbow Rules'
- Carry out daily circle time sessions modelling and discussing positive behaviour, attitudes and social skills
- Getting down to a child's level and maintaining eye contact
- Never labelling children
- Engage and involve all children within the learning environment
- Encourage choice and decision making
- Staff recognising the individuality of all our children
- Encourage self-discipline, consideration for each other, our surroundings and property
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- Work in partnership with parents and carers by communicating openly
- Encourage all staff working with the children to accept their responsibility for implementing the goals in the policy
- Promote non-violence and encourage the children to deal with conflict peaceably
- Provide a key carer system enabling staff to build a strong and positive relationship with children and their families
- Have a named person who has overall responsibility for behaviour management.

The named person: The Pre-School Teacher is Mrs Stefannie Counsell

The Pre-school teacher has the necessary skills and experience and will keep up to date with legislation and research and support changes to policies and procedures in the Pre-school; access relevant sources of expertise where required and act as a central information source for all involved; attend regular external training events,

and ensure all staff attend relevant in-house or external training for behaviour management.

We recognise that codes of conduct for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the Pre-school.

Pre-school rules are concerned with safety and care and respect for each other. Children, who behave inappropriately by physically abusing another child or adult, or through verbal bullying, will be required to talk through these actions and apologise where appropriate. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.

If children behave in unacceptable ways:

- Physical punishment such as smacking or shaking will be neither used nor threatened
- Children will not be singled out or humiliated in any way. Staff within the Pre-school will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity
- Staff will not raise their voices in a threatening way
- In any case of misbehaviour, it will always be made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
- How a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done. It may also include the child apologising for their actions.
- Parents will be informed if their child is unkind to others or if their child has been upset. In all cases inappropriate behaviour will be dealt with in Pre-school at the time. Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the Pre-school. In some cases we may request additional advice and support from other professionals, such as an educational psychologist or the advisory teaching service.
- Children need to develop non-aggressive strategies to enable them to stand up for themselves so that adults and children listen to them. They need to be given opportunities to release their feelings more creatively
- Confidential records (incident logs/CPOM) will be kept on any negative behaviour that has taken place. Parents/carers will be informed and asked to read and sign any entries concerning their child
- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs
- Through partnership with parents/carers and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions an individual behaviour plan will be implemented. A My Plan may also be instigated and completed in

partnership with parents, to look at strategies to deal with any behavioural concerns.

- Children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own well-being and that of others in the group.
- If a child hits out or endangers themselves or other children/staff they may be carried appropriately (lifted around the body as gently and securely as possible, not dragged) taken away from the situation, sat close to an adult, for while they calm down. The adult must talk calmly and reassuringly to them and explain at the appropriate level, why 'the behaviour' is not appropriate.
- Any incident that happens that causes harm to another child/adult regarding behaviour must be recorded on an incident sheet and the parents informed that same day
- Where appropriate, adaptations will be made to the behaviour systems and will focus on rewarding positive behaviours.

Exclusions

The Pre-school follows the Gloucestershire County Council Guidance on fixed term and permanent exclusions. Behaviour that may warrant exclusion include:

Aggressive threats towards children and staff, violence towards children or staff, leaving school premises, destruction of school property, Personal safety of the child or if the safety of other children is at risk.

If a child is excluded the Pre-school will inform the parents/carers immediately and will complete the county council paperwork. This will include the exclusion form that should be returned to the GCC and a letter to the parents/carers stating the incidents that led to the exclusion along with the date of the child's return. The parents/carers will also be invited to attend a welcome back meeting where the child, Pre-school Teacher and parents/carers get the opportunity to discuss what happened and strategies to help move forward for a fresh start.

The Head Teacher will also inform the Chair of Governors that an exclusion has taken place.

Anti-bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is a behaviour that makes other people feel uncomfortable or threatened. Any form of bullying is unacceptable and will be dealt with immediately. At our Pre-school, staff follow the guidelines below to enable them to deal with challenging behaviour:

- Staff endeavour to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression in the Early Years is part of the child's development and that it should be channelled in a positive way
- Children need to be helped to understand that using aggression to get things is inappropriate and will be encouraged to resolve problems in other ways
- Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied or targeted by another, however mild or "harmless" it may seem
- The staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or out
- Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only by co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the Pre-school.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.